

2014-15 Differentiated Pay Plan

TRENTON SPECIAL SCHOOL DISTRICT

I. Description of Differentiated Elements (Required Section)

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	TSSD will compensate teachers for providing additional instructional support by performing additional duties which are annually identified based on the district's needs.	The compensations will be given annually in the form of a stipend ranging from \$300 and not to exceed \$1,000 at the end of the 2014-15 school year.	Approximately 16 teachers would be eligible to apply based on evaluation scores and meeting attendance criteria. Administrative leaders would screen for additional qualities	The estimated cost is for the 2014-15 year is \$ 12,000.	This will comprise less than 1% of the district salary expenditure.

	Eligible teachers must scoring at 4 or above and meet attendance requirements. Examples are PLC leaders, development of classroom assessments, learning labs.		such as leadership and facilitation skills.		
Education	The district will include Bachelor's, Master's, and advanced degrees for eligible base pay as shown in the attached 2014-15 salary schedule.	Advanced degrees will be awarded with a base pay increase.	The district currently has 43% of its teachers with an advanced degree above the Master's level.	The estimated cost of this element is \$23,800.	This will comprise less than 1% of district salary expenditures.
Experience	<p>The district will continue to award step increase for each year of experience.</p> <p>The attached salary schedule contains the 2013-14 figures. Updates to reflect local funding levels will be added.</p>	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average step increase is \$393 per year. The estimated cost is \$43,617.	Experience payments make less than 1% of the districts expenditures in salary.
Other	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule. **Attached**
2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

The FY13 1.5% increase in the BEP instructional component will be applied across the board for \$175 bonus salary at a cost of \$24,301 and experience and education increases. The remainder will be applied to additional roles and responsibilities.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

All categories require an attendance component of no more than ten (10) absences.

To be eligible for additional roles and responsibilities a teacher must earn a composite evaluation score of 4-5. Teachers earning a 4 or 5 individual teacher effect score will be given priority. Facilitation skills and interpersonal skills will be considered by the administrative leadership team.

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

Under the director of schools leadership a Differentiated Pay Plan committee with 8 members which represented all three schools was formed. In addition, school principals and supervisors, the human resources director, and financial director were consulted. The director of schools guided the process. The Board of Trustees was provided information at the February board work session.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

Discussion and consideration has been given to future plans including compensation based on teacher performance in both tested and non-tested categories.

Trenton Special School District

Differentiated Pay Plan

The core elements of a plan for Trenton Special School District are listed below. There may be other items added in terms of communication, eligibility and funding.

GOALS

- ❖ To supplement the salaries of highly effective teachers assigned to additional roles and responsibilities while improving instructional capacity within our schools.

ADDITIONAL ROLES AND RESPONSIBILITIES

- Trenton Special School District will compensate teachers for providing additional instructional support by performing additional duties within our schools increasing teacher effectiveness and student achievement.
- All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.
- Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.
- Examples of these roles and duties are but not limited to: learning labs, PLC leaders, developing common assessments
- Any person receiving compensation for additional roles and responsibilities must have received at least a 4 on the observation score of the TIGER evaluation model in the 2013-2014 school year.

COMPENSATION GUIDELINES

- 1) All compensation amounts will be defined with a minimum of \$300 and not to exceed \$1,000 annually.
The level of compensation will not be based on an hourly rate.
- 2) All time to be compensated must occur outside the time defined in the annual contract.
- 3) All compensation for additional roles and responsibilities will be paid upon completion of the 2014-15 school year when all required work has been completed and evaluated.
- 4) This payment is not part of base salary and will not become a reoccurring part of an individual's compensation. These amounts as well as roles will be reviewed annually by the Director of Schools.

FUNDING

A designated percentage of funds identified for salary improvement from TDOE in 2014-15 will be used to fund supplements for additional roles and responsibilities. Trenton SSD will receive \$57,404 in equity money for the 2014-15 school year. Approximately 20% of this amount or \$12,000 and additional funds from the FY13 1.5% BEP will be allocated to fund the differentiated pay plan for the 2014-15 school year.

GENERAL NOTES

- All components of this plan are subject to available federal, state, and local funding being at current levels.
- All components of this plan are subject to local board approval.
- This plan is subject to review annually and only commits Trenton Special School District for the 2014-15 fiscal year.

ATTENDANCE

- 1) In order for a teacher to receive full levels of compensation or to be considered for additional roles and responsibilities, they must meet certain teacher attendance requirements.
- 2) These attendance levels will be approved annually by the Director of Schools.
- 3) Teachers must also be full time employees to be considered for any of the previously identified levels of compensation.

2014-2015
TRENTON SPECIAL SCHOOL STRICT
SALARY SCHEDULE

YEARS EXPERIENCE	BACHELORS	MASTERS	MASTERS+45	EDS	DOCTORATE
0	33449	35549	37645	37525	40785
1	34613	36561	38865	38105	41370
2	34703	36646	38981	38105	43370
3	34853	36819	39126	38725	42060
4	35028	37224	39538	39510	42940
5	35231	37833	40181	40340	43830
6	36148	39291	41238	41440	45030
7	36399	39663	42092	42330	45985
8	36670	40816	43306	43595	47385
9	37426	41675	44221	44540	48410
10	37584	41863	44420	46223	48590
11	38837	43213	45365	47198	49625
12	39066	43216	45532	47397	49835
13	39343	43849	46503	48392	50905
14	39521	44058	46690	48585	51090
15	40349	44983	47666	49618	52190
16	40453	45087	47770	49722	52190
17	41113	45859	48587	50580	53130
18	41113	45859	48587	50580	53130
19	41789	46637	49427	51465	54105
20	41789	46637	49427	51465	55866